

WDTV/WVFX
EEO PUBLIC FILE REPORT
JUNE 1, 2019 – MAY 31, 2020

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

| Job Title | Recruitment Sources (“RS”) Used to Fill Vacancy | RS Referring Hiree |
|----------------------|--|---------------------------|
| NEWS DIRECTOR (2) | 1, 10-12 | 1,1 |
| MMJ (5) | 1-6,10 | 1,1,1,1,1 |
| PRODUCER (2) | 1-6,10 | 1,1 |
| METEOROLOGIST/MMJ | 1-6,10 | 1 |
| ANCHOR (2) | 1-8 | 1,1 |
| IT TECH ENGINEER | 1,12 | 12 |
| DIGITAL MKTG MANAGER | 1,10,12 | 12 |
| | | |

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|--|--|---|
| 1 | GRAY CAREERS SITE - https://gray.tv/index.php?page=gray-tv-careers All positions posted to this site are automatically posted to Indeed.com | No | 24 |
| 2 | TV JOBS WEBSITE – http://www.tvjobs.com | No | 0 |
| 3 | ROBERT MORRIS UNIVERSITY Contact: Jon Radermacher (Associate Dean) 6001 University Blvd. Moon Township, PA 15108 412-397-4088 | No | 0 |
| 4 | POINT PARK UNIVERSITY Contact: Dr. Thomas Baggerman School of Communication 201 Wood St. Pittsburgh, PA 15222 412-392-4761 | No | 0 |
| 5 | WEST VIRGINIA UNIVERSITY Contact: Eric Minor Director of Student Careers and Opportunities West Virginia University Reed College of Media Room 104B Martin Hall 304-293-6117 | No | 1 |
| 6 | KENT STATE UNIVERSITY Contact: Jacqueline Marino Associate Professor School of Journalism and Mass Communication Kent State University 301G Franklin Hall Kent, Ohio 44242 330-672-8285 | No | 0 |
| 7 | SYRACUSE UNIVERSITY Contact: Bridget Lichtinger Assistant Director/Career Development Rm 313, Newhouse 3 | No | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|--|---|
| 8 | DUQUESNE UNIVERSITY Contact: Robert Healy Media Department 537 College Hall 412-396-2461 | No | 0 |
| 9 | UNIVERSITY OF MARYLAND Contact: Adrienne Flynn Internships and Career Development Director Philip Merrill College of Journalism University of Maryland 3105A Knight Hall 301-405-7247 | No | 0 |
| 10 | INTERNAL CANDIDATES Internal Hire/Promotion WDTV/WVFX Bridgeport, WV 26330 304-848-5000 | No | 0 |
| 11 | Gray Recruiter Contact: Mike Smith Mike.smith@gray.tv | No | 0 |
| 12 | Other Outside Referrals | No | 2 |
| 13 | Walk-In | No | 0 |
| | | | |
| | | | |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 27 |

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III. RECRUITMENT INITIATIVES

| | Type Of Recruitment Initiative (Menu Selection) | Brief Description Of Activity |
|----------|---|---|
| 1 | Participated in Job Fair | On 11-13-19, WDTV/WVFX participated in a job fair held for the Harrison County Schools Career Fair sponsored by the Harrison County Chamber of Commerce. Our Promotions Director attended and spoke with participants about jobs in broadcasting. |
| 2 | Participate in events in the community designed to educate about jobs in broadcasting | WDTV/WVFX opens it studio to community groups, including but not limited to colleges, public schools, boy/girl scouts and other local organizations. These tours include general information about the industry and the technology that is used. They are able to talk with employees within different departments and ask questions regarding these jobs. During the reporting time we had 2 tour groups. 9-12-19 students from WV Junior College |
| 3 | Participated in Job Fair | On 2-25-20, WDTV/WVFX participated in a job fair hosted by Fairmond Senior High School Career Fair. Our promotions Director attended and spoke with participants about jobs in broadcasting. |
| 4 | EEO Recruitment Spots | During the reporting window our stations run a 30 second spot on air to notify all community groups and organizations of the availability of vacancy and disseminates information about EEO Announcements ran: WDTV-114, WVFX 136, EVFX 152, EDTV 149 |
| 5 | EEO Training | On June 20, 2019 Joan Stewart, Attorney at Law, Wiley Rein LLP, conducted a webinar outlining the FCC EEO rules. This was attended by WDTV office manager. |